



**CITY OF SUMMERVILLE
SPECIAL CALLED BUDGET MEETING
MAY 28, 2015
6 PM**



CALLED TO ORDER: Mayor Harvey called the meeting to order.

ROLL CALL: Mayor Harry Harvey gave roll call. Mayor Pro Tem Lloyd "Buddy" Windle, Council Members David Ford, Dale Housch, Joe Money, Jr. and Zachary Martin were present. Also present was City Manager Russell Thompson and Attorney Melissa Hise.

CALLED TO ORDER: Mayor Harry Harvey called the meeting to order.

INVOCATION: Mayor Harry Harvey gave the invocation.

PLEDGE OF ALLEGIANCE: Council Member Zachary Martin led the pledge of allegiance.

AGENDA: Mayor Harvey asked if there are any changes needed for the agenda. With no changes requested, Council Member David Ford made a motion to approve the agenda as presented. The motion was seconded by Council Joe Money, Jr. and carried unanimously.

MAYOR'S COMMENTS: Mayor Harvey welcomed everyone to the Special Called Budget Meeting. Mayor Harvey requested that visitors sign in listing their name, address, and reason for attending the meeting. Mayor Harvey stated that everyone will be given the opportunity to address Council in just a moment and again at the end of the meeting. Mayor Harvey requested that comments be limited to three minutes per person. Mayor Harvey asked if anyone wishes to speak at this time. There were no people wishing to speak.

Mayor Harvey stated that this coming weekend is Finster Fest. Mayor Harvey stated that there are other activities coming up in June which will be covered at the regular June meeting. Mayor Harvey stated that the Georgia Municipal Association Annual Convention will be held in June.

Mayor Harvey stated that the goal is to have the 2015-2016 fiscal year budget adopted at the June meeting.

BUDGET WORK SESSION

BUDGET REVIEW: Mayor Harvey stated that about a month of work has been done on the budget so far. Mayor Harvey asked for City Manager Thompson to give a review of the budget. City Manager Thompson explained that the 2015-2016 fiscal year budget is balanced at \$15,062,472.05. City Manager Thompson explained that the budget includes moving the City Clerk and Finance Director from 35 hours to 40 hours per week, \$20,000 to contract painting farm taps and regulators. Council Member Joe Money, Jr. stated that he thinks that (painting farm taps & regulators) can be done using city employees. City Manager Thompson distributed and reviewed a sheet showing capital improvements that will be paid out of the capital improvement account. A copy of that list is attached and becomes part of these minutes. City Manager Thompson stated that recommendation is being made for 25% of time to be added back, 2.25% plan modification and a 1.25% step for a pay increase of 3.5%. City Manager Thompson asked if Council has any questions.

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BUDGET REVIEW CONTINUED: Mayor Harvey asked if painting farm taps and regulators can be done in house. City Manager Thompson responded stating that the work would have to be done sporadically due to the number of projects underway. City Manager Thompson stated that if Council wants that work done in house then the \$20,000 designated for that could be moved to the maintenance and material line item with no change to the budget as advertised. City Manager Thompson explained that the other option is to leave it as listed then do a budget amendment later.

COMPENSATION PLAN: Council Member David Ford asked how the wage study is going to be done. City Manager Thompson responded explaining that an RFP (request for proposal) would be set up to provide guidelines of what would be analyzed. City Manager Thompson stated that a review would be done of what we have in place, interviews would be done with department heads and employees, and then the company would review all information and render their opinion. Council Member Ford asked why a study wasn't done before implementing a plan for the city. Mayor Harvey responded stating that the study done years ago was used and modified. City Manager Thompson stated that he thinks the city has a good compensation plan noting that it might not be 100% perfect but is overall solid. City Manager Thompson stated further that he thinks that the wage study cost will come in under the allocated \$15,000; somewhere between \$6,000 and \$12,000. City Manager Thompson stated that he thinks since the plan is going into the fifth year it would be good to have a review to see if we are on track. Council Member David Ford stated that when the compensation plan committee was formed this study was going to be done. Council Member Ford said that the plan has been in place for four years and it is not working. Mayor Harvey responded stating that he differs in opinion. Mayor Harvey stated that the plan is working well. Mayor Harvey stated that the review would be to have an outside opinion of what is in place. Mayor Harvey stated that once the review is done then it will be up to Council to determine if any changes will be made. Council Member David Ford stated that he thinks that employees will appreciate outside input to be sure the plan is fair.

PAINTING FARM TAPS & REGULATORS: Mayor Harvey asked if Council wants to modify the money designated to paint farm taps and regulators. Mayor Harvey stated that he would like to leave it as it is listed. City Manager Thompson stated that \$20,000 designated to paint farm taps and regulators is budgeted under salaries in the gas department. City Manager Thompson stated that Council could leave that money where it is and do a budget amendment later or take the money out which would require another meeting. City Manager Thompson also explained that the budget in hand has been advertised in the paper. City Manager Thompson explained that if the numbers are changed another advertisement would be needed as well as another meeting. Council Member Joe Money, Jr. asked if a gas worker has to be the one that does the painting. City Manager Thompson responded stating that it does not have to be a gas worker to paint but they would have to know where the taps and regulators are located. Council Member Joe Money, Jr. stated that he thinks that work can be done in house. Mayor Harvey stated that he thinks the money should be left in the budget. Council Member Money stated that he doesn't want to see the money spent if it can be avoided. City Manager Thompson stated that if the money is simply moved from salaries to maintenance and materials then the budget remains the same without the need to have another advertisement because the bottom line numbers remain the same. City Manager Thompson stated that he would move the funds to maintenance and materials.

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ASSISTANT UTILITY DIRECTOR POSITION: Mayor Harvey stated that at the last meeting Council chose to create the Assistant Utility Director position with discussion of compensation to be done at the next Budget Work Session. Mayor Harvey asked what Council wants to do. Council Member Dale Housch asked if compensation is in the proposed budget. City Manager Thompson responded stating that there is 2.25% plan increase and a 1.25% step included in the proposed budget. Council Member David Ford asked for City Manager Thompson to explain the 25% service credit. City Manager Thompson responded stating that on the yellow compensation plan sheet there are three columns showing a delta of 100%, 50%, and 25%. City Manager Thompson explained that some employees have been with the city for "X" number of years but only a portion of those years are associated with their current position. City Manager Thompson explained that the question was how many years credited service should that person be listed as; 100%, 50%, or 25%. City Manager Thompson stated that 100% does not seem reasonable because the individual has not been in their current position 100% of the time. City Manager Thompson explained that it seems reasonable that those staff members changing positions would get 25% of their service credited to their current position. Council Member David Ford stated that it seems like it is just making up time. Mayor Harvey interjected that there are four employees that will receive credit for 50% of their service due to working in different capacities without having their job description changed during uninterrupted service. City Manager Thompson stated that Council has full control over the plan and how it is implemented. Council Member David Ford asked how long the wage study will take. City Manager Thompson responded stating that he expects the study to take about six months. Mayor Harvey stated that he would like to see the study initiated in July. Council Member Dale Housch stated that he would like to have the study done before he votes. Mayor Harvey responded explaining that if the study is done before a vote is taken on the proposed budget everything will be frozen. Mayor Harvey stated that he thinks forward movement should be made with what is presented. Mayor Harvey stated further that he thinks "we are still doing catch up on wages". Mayor Harvey asked if there are any other comments or questions.

2015-2016 PROPOSED BUDGET PUBLIC HEARING OPENED: Mayor Harvey stated that the Public Hearing for the proposed 2015-2016 budget is now open. Mayor Harvey asked if there is anyone that wishes to make a comment.

PHILIP COX: Philip Cox addressed the Mayor and Council stating that he thinks 25% credited service is not right and that there are seven employees that make what is being done unfair. Philip stated that his plan would correct things at a cost of \$28,649. Philip stated that one person has gotten 100% credited service for here and time worked at the county, one person got \$3,000 plus the 25% credited service which puts them above others, and he has been frozen since the plan was implemented. Mayor Harvey thanked Philip for his comments then asked Council if they have any questions or comments. There were no further comments or questions voiced.

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2015-2016 PROPOSED BUDGET PUBLIC HEARING CLOSED: Mayor Harvey closed the public hearing.

PROPOSED 2015-2016 BUDGET FIRST READING: Mayor Harvey stated that the question at hand is if Council moves forward with this proposed budget or not. City Manager Thompson asked if it is okay to have a straw pole because a first reading does not need to occur if changes are needed. Council Member Joe Money, Jr. stated that seniority seems to be an issue then asked if something needs to be done about that. City Manager Thompson responded stating that when those that were laid off were brought back as full time employees their prior service was recognized. City Manager Thompson stated that he didn't think they should start at the bottom after an involuntary lay off. Council Member Money stated that he thinks if they leave voluntarily and then come back they should start back at the bottom. City Manager Thompson explained that it would be possible to find someone to fill every position but that would be a bad staff pool. Council Member Dale Housch stated that if someone applies for a job and the plan has X number of dollars associated as the entry level pay then that is what they should get. Council Member Housch stated that if the top candidate doesn't want to accept the pay then move on to the second candidate. Mayor Harvey stated that an effort is being made to be market sensitive. City Manager Thompson stated that if Council wants to do that (hiring practices as described by Council Member Housch) then all hiring can be done that way. Council Member Zachary Martin stated that you can't take experience away from someone. Mayor Harvey stated that a decision is needed concerning the proposed budget. Mayor Harvey stated that if Council waits six months until the study is done it will hold things up. Mayor Harvey stated that once the study is done then Council will decide if there are any changes to the compensation plan. Mayor Harvey asked if Council is ready to use what is listed or go back to the drawing board noting that the proposed budget is balanced. Mayor Harvey asked for a straw vote; a show of hands that approve of the proposed budget as presented. Mayor Pro Tem Lloyd "Buddy" Windle, Council Member Joe Money, Jr. and Council Member Zachary Martin raised their hands in favor of accepting the proposed budget as presented. Mayor Harvey asked for a show of hands by those Council Members that are not in favor of the proposed budget. Council Members David Ford and Dale Housch raised their hands in opposition of accepting the proposed budget. Mayor Harvey stated that by the show of hands with three in favor of the proposed budget and two opposed he will have the first reading of the 2015-2016 Fiscal Year Proposed Budget with the numbers being the same as advertised. Mayor Harvey read the Ordinance to Adopt the 2015-2016 Fiscal Year Budget to begin on July 1, 2015 and end on June 30, 2016. A copy of said ordinance is attached and becomes part of these minutes.

ASSISTANT UTILITY DIRECTOR POSITION: Mayor Harvey asked if there is any other business concerning the budget. City Manager Thompson stated that Council created an assistant utility director position at the last meeting with no budget changes. City Manager Thompson asked if Council would like to go into Executive Session to discuss compensation for the position or would the preference be to discuss the item at the next meeting. Council Member Dale Housch stated that he would like to address the item tonight. City Manager Thompson stated that Terry Tinney has been serving as the utility director during Tony Carroll's absence due to illness. City Manager Thompson stated that a classification and step number needs to be assigned. Mayor Harvey stated that he thought that everything (pay) was going to be left as currently listed. Council Member Dale Housch stated that he would like to see the position addressed.

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ASSISTANT UTILITY DIRECTOR POSITION CONTINUED: City Manager Thompson asked if Council wishes to go into executive session. Mayor Harvey responded stating that there is no problem with discussing the item out in the open. Council Member Dale Housch stated that discussion out in the open is fine. City Manager Thompson stated that Terry could be moved from class 20 to class 21 with 12 years experience at \$55,048.71 which was discussed previously. City Manager Thompson stated that he proposed making him (Terry Tinney) class 21 with 15 years at \$57,138.95 with some sort of compensation for the time he has functioned in the position. Mayor Harvey stated that he did not think the change is needed; Tony is back. Council Member David Ford asked if it is left as it is now then Terry's position is not salaried; he gets overtime. Mayor Harvey responded that Terry's position as it stands now does get overtime. Council Member Dale Housch stated that he feels like Terry needs some compensation. Mayor Harvey responded that he (Terry Tinney) gets overtime which is compensation. Council Member Dale Housch stated that it is his understanding that anyone level 20 or above is salaried. City Manager Thompson responded stating that was suggested but was not voted on. Council Member David Ford made a motion to move Terry Tinney to class 21 with 15 years service with a salary of \$57,138.95. Council Member Dale Housch seconded the motion which passed unanimously. Mayor Pro Tem Lloyd "Buddy" Windle stated that will put him on salary; right. Mayor Harvey responded, "Yes".

PUBLIC COMMENTS: Mayor Harvey asked if there are any public comments.

BROWN BAGGING: Council Member Joe Money, Jr. asked if brown bagging is going to be discussed. Mayor Harvey responded stating that brown bagging needs to be discussed at the next meeting. Attorney Melissa Hise stated that she will have some information ready concerning brown bagging at the next meeting.

COMPENSATION PLAN: Philip Cox stated that he would like the compensation plan to do what Council Member Joe Money, Jr. stated; treat everyone the same. Philip stated that he knows of one person that was laid off that didn't get their full time back and one person left on their own and got all of their time back.

Mayor Harvey asked if there are any further comments. No further comments were made.

ADJOURN: Mayor Pro Tem Lloyd "Buddy" Windle made a motion to adjourn. The motion was seconded by Council Member Joe Money, Jr. and carried unanimously.

HARRY HARVEY – MAYOR

Attest:

JILL DURHAM – CITY CLERK, G.C.M.C.